

"ESSAY"

"Gendered imbalance in work force as challenge to economic progress."

Outline:

1. Introduction:

Thesis statement: In Pakistan, there are challenges of gendered imbalance which creates problem for women, that require remedies. These problem have made country's economic performance ineffective. However, by applying proper strategies of gender gap, the performance can be enhanced.

2. How gender inequality creates hurdles in progress the require remedies.

3. How gender imbalance in workforce is a challenge:

- a) Spread of discrimination in society.
- b) No growth for women empowerment policies
- c) Challenge of legal protection of women
- d) Hindrance on learning new skills
- e) Comparison of income between male and female.
- f) Restriction on high level post for women
- g) Preference on old culture

4. Impact of gender imbalance on economic progress:

- a) Low performance of country
- b) Reduce the GDP rate
- c) Risk of increasing poverty ratio of women
- d) Less progress on female education
- e) No progress on the basis of competition with other countries
- f) Difference in education of male and female ~~is~~ decrease economic progress.

5. Remedies for reducing the gender gap problem.
- a) Run Campaigns on Educational reforms.
 - b) Legal Law for strengthening the women gender.
 - c) women participation in different programs.
 - d) Role of media on promoting women for progress of economy.

6. Conclusion

2. Introduction:

"Balance is not something you find, it's something you create" (JANA KINGSTON). These lines are for the situation of gender gap in Pakistan. Imbalance in anything create problem. Although Pakistan has laws for women, it has a challenge of gender imbalance. Pakistan is in situation to balance the gender gap to boost the economic progress. Currently, it has challenges of gender inequality like discrimination of preferring males, ignoring the women empowerment policies, challenge of legal protection for females, hindrance in new skills for women. It also creates difference in ^{income} between males and females, become tough for females on high post and promoting only only culture for women. However, the impacts of gender imbalance on economic progress are negative like, lower performance of country, reduce the gdp rate, poverty ratio increases, less progress on females education, less competition with other countries and education priorities to the men. Therefore, there is need to take several steps for boosting economic progress like running campaigns on educational reforms, strengthening the legal laws for women. Another step is women participation and promoting role of media for women. These steps will lead to economic progress by proper strategies.

2. How gender inequality creates hurdles in progress, what require remedies.

The role of gender equality in any country is a way to achieve economic growth.

However, in Pakistan there is a problem of gender imbalance in workforce. Due to this problem, women cannot participate in different work. Pakistan has the world's highest level of gender inequality (UNDP, 2018).

This shows that Pakistan need effective policies that reduce those challenges.

3. How gender imbalance in workforce is a challenge:

3.(a) Spread of discrimination in society.

*The spread of discrimination is because of male preference to male in Pakistan.

The reason is that unequal participation of men and women in labor market.

The ratio of women according to labor force participation is lower than males.

This problem of gender gap not only hinders individual level but ^{also} society. The women

has 22.63% ratio of labor force while men has 84.79%. In this male dominating society,

men are considered more hardworking, intelligent and better employees than women. It decrease

motivations to work and commitment towards the job. Hence, the word discrimination cannot encourage the women in workplace.

It creates negative image in society.

3(b) No growth for women empowerment policies:

There is a challenge of less growth for women empowerment policies. The reason is that Pakistan pays less attention on the policies that work for the benefit for women. Women get less chance in participation in activities. Though Pakistan has women's right organizations, but they do not work properly. The status is not equal of men. Pakistan is the country that ranked almost at the bottom of Gender gap Index - 151st of 183 countries.

The empowerment of women is crucial for a nation and important component of gender equality. Hence, less growth for women empowerment is a challenge for society.

3(c) Challenge of legal protection of women

The challenge of legal protection of women occurs at workplace. The reason is that Pakistan has not implemented on the legal protection, due to which gender gap problem cannot be solved. In workplace, there is less attention on female protection laws. Like in many sectors, females faces harassment issues. Harassment violates the right to work, also make environment as unsafe. A survey on the harassment of women at workplace mentions that 93% of women working in the public and private sectors are alleged to harassment. (humanrightspolice.com)
Ashfa Nawaz, 2022.

Therefore the challenge of legal protection of women at workplace faces hindrance in job.

3(d) Hindrance on learning new skills
The hindrance on learning new skills become barrier for female. Because, the Pakistan fails to give opportunities to females to work with equally with males. The underutilization of female talent hinder to learn new skills. Every country needs more diversified and skilled workforce, but gender imbalance in workplace hinder to learn new skills. Pakistan is 53.6% of women are deprived of education, training and employment. (UN women). Women are less educated, lack requisite skills. Hence, Pakistan has less opportunity for females to learn new skills.

3(e) Comparison of income between male and female.
In Pakistan, there is a difference of income of male and female. The comparison of income high salary to male and less salary to female become challenge. Gender income gap reflect the lower economic development. When women in Pakistan do participate in the workforce they often face wage disparities compared to their male. It is discrimination based wage-pay that effect economic and hinder the women and engage in labor market. It reduces the economic progress. The Gender Gap pay for Pakistan is 34%, more than double the global average. (No.org). We found that for around 62% of the occupations men were paid more than occupations.

women. (Analyzing Gender differences in pay in the Pakistani labour market) Feb, 2021). Hence, Pakistan has less ratio of salaries to the women than males.

3(f) Restriction on high level post for women.

This is a challenge to restrict the women on higher post. In Pakistan, there is a high gap of education between male and females. Women have less awareness to get job, this is significant constraint due to lack of education. In Pakistan nearly 50% of women lacks basic education.

(nbi. nlm. nh.gov). Domestic obstacles responsibilities are one of obstacles in the way of women's administrative positions. The ratio of women in management is low. Social and cultural barriers prevent women to take part in managerial positions. (Imrab Shateen, Gender and Higher Education in Pakistan 2013).

Hence, the ratio of males in higher position is greater than females.

3(g) Preference on old culture :-

In Pakistan, old culture is followed for women. The reason is that many families restrict their daughters to get equal education or work with males at workplace. Families restrict women's mobility and decision making power. The gender imbalance in family is also challenge for women to work hard. The family rules make them stop to get status in society.

In Pakistan, the women's status is low. Parents invest less on their daughter's education and give preference to sons. It consists of a diversity of values and norms & in clear preference for a male child. (Beena Ijaz, Factors affecting son preference and women's familial status in Pakistan).
Here, Pakistan has old culture for women to for ~~get~~ freedom.

4.

4(a) Low performance of country:

In Pakistan, there is a negative impact of gender gap, that results the lower performance of country. The lower performance is due to reduction rate of women participation. There has been lower percentage of women in workplace that leads to decline the economic progress. The SAARC members including Pakistan is lowest in ranking countries in terms of social economic development (gender and women empowerment). In Pakistan, the country's second-worst position on Global Gender Gap index of 2022 represents the poor performance of women relative to men in key outcomes of economic opportunity and participation, education, health and political participation.
Hence, the gender gap in Pakistan lower performance of country.

4(b) Reduce the GDP rate:
The Gender imbalance in Pakistan creates the negative economic progress. The reason is that Pakistan neglect the women performance in workplace. Gender inequality affects the GDP rate, as there is no equal pay for women employees. Women are often paid less than men, and their hard work is not completely valued in monetary terms, which adversely impacts the GDP rates. Gender inequality reduces the GDP of a nation, as the wage gap affects economic structure. Economists predict that women's active participation in economic front can boost Pakistan's GDP to 30% by 2025. (Hillal.com) Hence, gender inequality decrease the value of gdp.

4(c) Risk of increasing poverty rate of women.
Pakistan has risk of high rate of poverty of women. The reason is that it has not focused on women's policies for getting job. It negatively impact on economic progress because of unemployment rate of women. Gender imbalance become risk on economic progress. Female-male literacy ratio has negative association with household's probability of being poor. The gender inequality in enrollment and literacy has been found to be higher in poor families and lower in rich families. (The equality in female-male level of education) is an important determinant of household poverty.

4(b)

It was found that household's ^{poor} chances of poverty increases with the increase in size of the household and the dependency rate of household. The relationship between education and poverty is negative because it is education which helps in achieving and availing employment opportunities and hence rejects poverty. (Gender inequality in Education and Household Poverty in Pakistan, 2018) Hence, poverty increases with problem of gendered imbalance.

4(d) Less progress on female education. Gender inequality impacts negatively on economy and makes less progress on female education. Females in Pakistan, particularly in rural regions, are discouraged from pursuing higher education by their families. On the basis of their high school graduation, their enrolment rate lowers. Pakistan has made little headway in bringing the educational gender gap. Women always face high rate of discrimination in schools. Due to the lack of public money is also key impediment to educational growth. Discrimination in education of male and female create less progress of economy. Hence, in Pakistan females have less progress on education sector.

4(e) No progress on the basis of competition with other countries.

In Pakistan, gender gap creates less progress on the basis of ^{competition} other countries. Due to less economic progress on gender inequality, it cannot stand with same position with other countries. Pakistan lacks in making strong

position on the basis of ranking. Gender equality plays important role in enhancing the progress of economy, but Pakistan rank 153 out of 186 on the basis of gender gap. (World Economic Forum, Global Gender Gap Report 2021). Pakistan is among the worst performers in the world Economic Forum's (WEF) Global Gender Gap Report 2023, ranked 142 among 146 countries. (www.brecorder.com, 2023). Pakistan was amongst five countries with gender gap greater than 50%, with other countries being Qatar, Azerbaijan, China and India. Hence, Pakistan has lower rank on gender gap with other countries.

A) Difference in education of male and female decrease economic progress:

The difference in education of male and female creates less progress of country. The reason is that sometimes family pressure on girls creates hurdles on education. Families always prefer good schools for boys. They resist in girls's education. Historically, girls in Pakistan have faced significant barriers in pursuing education due to cultural, social and economic constraints. Women in Pakistan confront a shortage of employment options, due to the poor school enrollment. Men prevail out number women in terms of basic and Secondary school attendance. (Pakistan Economic Survey, 2022). Educational inequality is at the root of a slew of other socioeconomic issues. Girls faces higher rate of discrimination in schools.

Due to a lack of educational facilities, a shortage of female educators and inadequate government support for education are obstacles for future growth for females. Hence, education's difference creates negative impact on society as well as ⁱⁿ economy.

5(a) Run Campaigns on Educational Reforms:

Pakistan should run campaigns on educational reforms for betterment of society. As Pakistan has faced many issues of education related with male and female, it should work on equal education for both. Gender imbalance has created huge difference for education. Pakistan should work with universities collaboratively to work on campaigns for awareness of education for female. Universities can play vital role in giving message for females education. Equality of education is necessary for both. Education system in Balochistan is less developed than in Punjab, making it more difficult for girls to avoid going to school. In these cases, the awareness seminars should be arranged for the gender gap problem. Hence, Pakistan should play active role on equality of education for boosting the economy.

5(b) Legal laws for strengthening the women gender:

Pakistan should make laws for strengthening the role of women in society. Legal protection will make them powerful and will get their basic rights of education. In order to expand the value of economy, government should facilitate

the females in protection of their rights. Organizations should introduce laws for women in hiring process. They should be allowed equal rights like men. Equal opportunity employer should be followed in every organization. Legal laws are protection for them. The law is important against violence and harassment in the workplace. Because, the women face serious abuse in the workplace and at home. Pakistan, like many other countries in South Asia, must overcome challenges in addressing women's economic advancement, especially regarding women's entrepreneurship. In Pakistan, only 10% of workers are women. (we-fi.org, Report 22) according to the women, Business and Law 2020 index, women in Pakistan still face legislative barriers, such as industry restrictions and no mandate for equal pay for work of equal value. (we-fi.org, report 2022). Hence, Pakistan need to address those problem in workplace.

5(c) Women Participation in different programs. Pakistan should introduce different programs for actively women participation in society. In order to address the gender gap problem, Pakistan should pay attention on women's issues. It should give them opportunities to participate in political activities. Women's political participation is a fundamental prerequisite for gender equality. It facilitates women's direct engagement in public-decision-making and is a means of

ensuring better accountability to women. Political accountability to women begins with increasing the number of women in decision-making positions. Pakistan should conduct public seminars on "Women political participation", train women candidates in campaigning skills and making help in development of empowerment skills. With this, they will enhance their capabilities for more participation in group activities. They will gain knowledge from trainings and will develop their skills. Hence, Pakistan should follow these strategies to reduce the gender gap problem.

5(d) Role of media on promoting women for progress of economy:

Pakistan should play active role in promoting women for the strong position on economy. Now a days, media is in active for promoting good message for women. Government should raise positive voice through media. It should support in arranging plays for giving message of protection for females. Communication is extremely important for women's development and media plays a significant role in it. Media creates awakening in women to achieve their potential as the prime movers of change in the society. Since, women are in integral part of the society, it has become the responsibility of the media to contribute to the empowerment of women. It is helpful for women rights activists to plan a media campaign which promote women rights in society and make social environment safe. As media has huge influence on people,

It should act with more responsibility before reporting and publishing any news. Hence, the role of media with support of government is very vital to address the gender gap problem.

b) Conclusion.

In a nutshell, Pakistan has been facing issue of gender gap. Pakistan must address the issues of education difference, living old culture, and women empowerment policies.

Gender imbalance has made economy worst. Inequality creates difference in performance of country like gap rate, unemployment, and poverty issues increases. Due to these issues, impact on economy creates negative image.

The gap between women and male creates imbalance on economy. Country gets lower ranking on the basis of performance of gender gap. The comparison with developed countries results lower percentage. It's competition always remains lesser. It cannot compete with other countries in a proportionally. It's performance always goes in lower number.

In order to boost the economy Pakistan must implement the effective strategies.

Gender imbalance problem will reduce with the the ranking and performance.

Hence, Pakistan is in a situation to handle gender gap properly and can reach at good position to compete with developed countries.